

# Americans with Disabilities Act (ADA) Tool Kit

The Americans with Disabilities Act (ADA) became law in 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA is divided into five titles (or sections) that relate to different areas of public life.

<https://adata.org/factsheet/ADA-overview>

## Quick Facts:

The ADA requires that child care providers **not discriminate** against persons with disabilities on the basis of disability, they must provide children and parents with disabilities with an **equal opportunity** to participate in child care programs. Specifically:

Child cares cannot exclude children with disabilities from their programs unless their presence would pose a direct threat to the health or safety of others or require a fundamental alteration of the program.

Child cares must make **reasonable modifications** unless doing so would constitute a fundamental alteration or **undue burden**. Child cares must make their facilities accessible to persons with disabilities. Existing facilities are subject to the readily achievable standard for barrier removal, newly constructed facilities and altered portions of existing facilities must be **fully accessible**.

## Local Contact: Rocky Mountain ADA

<https://www.rockymountainada.org/contact-us>

We can provide both **information** and **guidance** concerning disability laws **free of charge** if you complete the [online Technical Assistance Request form](#) or call the Rocky Mountain ADA Center directly (800-949-4232)